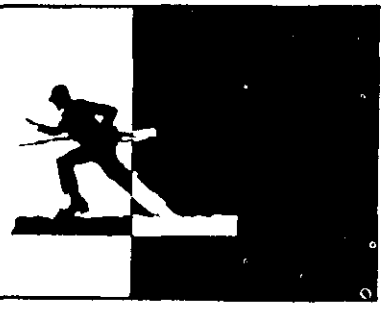
OFFICERS CAREER NOTES



BRANCH CHIEF'S NOTES

We try hard here at Infantry Branch to put out the truth about career management matters for Infantrymen. But OPMS is a dynamic system designed to respond to Army requirements, which means that from time to time "the truth" changes and we have to put out new information. Some of that new information is included here in INFANTRY.

First, officers who are preparing to meet selection boards this year should get copies of their current P-fiche and of their Officer Record Briefs. Infantry Branch stands ready to help them make any needed corrections to these files.

All promotion boards now use hard-copy photographs. Each officer should see that Branch has a photo that is current to within four years or his last promotion, whichever is most recent. This official photo is important and should be in accordance with AR 640-30. Some of the things that should not appear in the photo are the Infantry cord, the fourragere, leadership tabs, branch brass with unit designation added, jump boots, and general staff brass.

Although it is an officer's right to send a letter to the president of the selection board that is considering him, normally we recommend against it because it may not always serve the intended purpose. We advise officers to discuss their intentions first with their assignment officers. If the decision is to send such a letter, it should be addressed to President of the _____ Board, ATTN: DAPC-MSB, 200 Stovall Street, Alexandria, VA 22332.

Some clarifications may be needed in connection with the implementation of the regimental system and its effect on assignments. Although regimental affiliation is the close and continuous association or identification of an officer with one regiment throughout his career, affiliation does not mean that all the assignments in an officer's career will be to elements of that regiment. Regimental assignments are defined as being to battalion level or below.

Five approved Infantry regiments have been identified thus far: The 9th, with battalions at Fort Ord and in Korea, the 16th at Fort Riley and in Europe, the 23d at Fort Lewis and in Korea, the 327th at Fort Campbell and in Alaska, and the 325th at Fort Bragg and in Italy.

Affiliation currently pertains only to officers who serve in these units after the dates of their regimental designation. In 1984 a program will begin for affiliating each Infantryman with one of the 26 Infantry regiments that have been targeted for eventual designation. These affiliation assignments will probably be made by Infantry Branch on the basis of officer assignment histories and preferences.

Another recent change is the activation of the 1st Special Operations Command (Provisional), which resulted in the development of a new career field, Specialty 18, for special operations personnel. The Army Staff and the major commands have been developing manning plans, amending the appropriate regulations, and formulating professional development programs for this new career field. We will have more information on SC 18 later.

Meanwhile, to keep up with these and other changes, all Infantry officers should communicate with us in some fashion — by writing, telephoning, or visiting. We need this input to do our job effectively and especially urge that preference statements be used to tell us specifically what each officer would like to do.

Included in these notes are discussions of the professional development and assignment policies for captains and lieutenants. In the next issue, we will include similar notes for lieutenant colonels and majors.

LTC JOHN F. CONNOLLY

FOR CAPTAINS

Assignments for captains are taking on a new look — all captains and promotable first lieutenants who have not had the opportunity to command will be assigned, if at all possible, to positions that give them that opportunity. In this connection, perhaps the most dramatic change will be in the opportunity for a second command. Given the current and projected strengths and the desired command tour of 18 months (plus or minus 6 months), the number of available companies does not support more than one command. Infantry branch will therefore continue to discourage second commands so that each captain can have the opportunity to command once.

Whatever his assignment, an Infantry captain need not concern himself with how it will look on his career record; his concern should be with how well he performs in that assignment. For example, the general perception that a TRADOC command assignment is less desirable, and that it adversely affects a captain's chances for selection to major or for future commands, is totally unsubstantiated. How well a captain performs in each assignment is also one of the best indicators of success in selection for promotion and advanced military and civil schooling.

Conversely, failure to achieve the desired results in caring for his soldiers or in setting and maintaining high standards is just as damaging in a TOE unit as in a TDA unit.

The requirements for branch qualification remain unchanged. The successful completion of an advanced course and a successful command tour will qualify an Infantry captain in his initial specialty.

Following this branch qualification, captains can look forward to either a nominative assignment (USAREC, ARMR, ROTC, USMA) or an additional specialty assignment. Some who have already commanded will also be assigned to TRADOC centers, particularly Fort Benning, where the experience gained in command can be used to the fullest.

An officer's assignments in his additional specialty will be comparable to those given officers who hold that specialty as their initial one. Military schooling in support of the additional specialty will be scheduled, when applicable, to give an Infantry captain every opportunity to become qualified in his additional specialty. Again, each officer must learn as much as possible about his additional specialty and at the same time keep abreast of the latest developments in the Infantry. Most officers can expect to spend a number of their field grade years in their additional specialty and, therefore, need to give it their thoughtful attention.

Normally, an officer's additional specialty is designated in his eighth year of service, but he can also receive this designation early, as detailed in the March-April 1983 issue of INFANTRY, page 44.

Full implementation of the Combined Arms and Services Staff School (CAS³) is expected in Fiscal Year 1985. Infantry Branch is now scheduling courses for FY 1984. All the officers now being scheduled to attend these courses must have completed a nonresident phase before attending the nine-week resident phase at Fort Leavenworth.

Only officers in Year Group 77 and later are now being scheduled for CAS³, with YG 77 as the first year group to have a goal of 100 percent attendance. To be eligible, an officer must have completed an officer advanced course. Officers will automatically be scheduled to attend the resident phase between their sixth and ninth years of service on the basis of their dates of availability.

Today's Infantry captains should accept the challenge and do well in each position. Success will follow.

FOR LIEUTENANTS

The typical assignment patterns for Infantry lieutenants are as follows.

If initial assignment is to CONUS or to a long tour overseas:

MONTHS	
0- 6	OBC/ABN/RGR
6-42	First tour
42-48	OAC
48-60	Second tour

If initial assignment is to a short tour overseas:

MONTHS	
0- 6	OBC/ABN/RGR
6-18	Short tour
18-54	CONUS tour
54-60	OAC

Either of these patterns will include a variety of challenging jobs, and lieutenants should consider each job important enough to do well. We must point out again, too, that an Infantry lieutenant who is assigned to a TRADOC training center and does his job well, as reflected on his OER, is just as competitive professionally as his peer who is assigned to a TOE Infantry battalion and does his job well.

It is the goal of Infantry Branch to have each Infantry lieutenant serve in a TOE assignment before he attends an officer advanced course. The purpose of this goal is to develop each officer's ability to integrate the combined arms team concept successfully.

A lieutenant may be moved from a TDA assignment after 12 to 18 months on station to obtain TOE experience and to meet critical Army requirements, such as in Germany and Korea. It is currently Infantry Branch policy that the officer who does not serve as a lieutenant in a TOE unit will be assigned to a TOE unit as a captain.

The major task for lieutenants from their day of commissioning until the day they start IOAC is to develop their initial specialty of Infantry. Specific professional development objectives for Infantry lieutenants include platoon level experience in light or mechanized Infantry units and other training such as the Ranger course. Infantry Branch is committed to the task of providing this opportunity to each Infantry lieutenant, within the needs of the Army, of course.

LIEUTENANTS' ASSIGNMENTS

Infantry Branch often receives calls from lieutenants who want to volunteer for duty with Ranger battalions, Special Forces, or the Old Guard. Applications for Ranger duty and for the Old Guard should be made on DA Form 4187 and routed through the volunteer's chain of command to DA, MILPERCEN, ATTN: DAPC-OPE-I (LT Assignment Officer), 200 Stovall Street, Alexandria, VA 22332. Volunteers for Special Forces duty should submit a written application in accordance with AR 614-162 and must include an updated preference statement with the application. (The Special Forces Qualification Course is 16 weeks long.)

As prerequisites for these assignments, a lieutenant must:

- Have performed successfully in leadership positions.
- Have demonstrated his ability to perform in unique, demanding assignments.
- Have at least 12 months remaining as a lieutenant.
- Be Airborne and Ranger qualified or volunteer for these courses.
- Be at least 5 feet 10 inches tall (for the Old Guard only).

Because stabilization rules directly affect an officer's availability for

assignment, officers overseas will be considered for these assignments only upon their return from overseas. Officers in CONUS may not move before they have spent one year on station, and even then they have to be granted a stabilization break by MILPERCEN.

INFANTRY OFFICER BASIC COURSE

The Infantry Officer Basic Course, now 16 weeks in length, emphasizes leadership, tactics, maintenance, and weapon instruction, to enable new lieutenants to take the latest doctrine to the units in the field. Following their basic courses, about 95 percent of these officers receive additional training in such courses as Airborne, Ranger, Improved TOW Vehicle, Mortar Platoon, Bradley Fighting Vehicle, and Pathfinder. The average Infantry lieutenant spends 21 weeks in training at Fort Benning before reporting to his first unit of assignment.

The following is the schedule of courses through Fiscal Year 1984:

No.	Start	End
8-83	17 Jul 83	8 Nov 83
9-83	14 Aug 83	12 Dec 83
10-83	25 Sep 83	3 Feb 84
1-84	30 Oct 83	12 Mar 84
2-84	8 Jan 84	30 Apr 84
3-84	12 Feb 84	5 Jun 84
4-84	15 Apr 84	8 Aug 84
5-84	20 May 84	13 Sep 84

OER CHANGES

An officer's OER must now include his most recent Army Physical Readiness Test (APRT) performance and his height and weight.

The rated officer types this data in during his administrative review and then signs and dates the report before forwarding it to the rater. The rated officer's signature verifies the accuracy of all entries on the report.

These new entries are recorded in Part IV of the OER (DA Form 67-8). In Block A, Item 3, "Maintains Appropriate Level of Physical Fitness," should be followed by the word "PASS," "FAIL," or "PROFILE," and the year and month of the officer's most recent APRT or the date the profile was awarded. For example, "PASS 8306."

The officer's height and weight as of the date he signs the report should be entered in Block A, following Item 12, "Possesses Military Bearing and Appearance." This data should be followed by either "YES" or "NO" as to military bearing and appearance — for example, "71/215 NO."

Detailed instructions on these changes are included in a letter along with the OER packets.

ALTERNATE LIST

Officers on the alternate command list are now activated during the fiscal year for which they have alternate command list status. Those who have not been activated by the start of the next fiscal year's command selection board process are reconsidered if they are still eligible. But this policy is being changed.

In the future, the current fiscal year's alternate command list will be superseded as soon as the next fiscal year's alternate list is approved.

This procedure will become effective with the Fiscal Year 1985 selection list, which means the alternate list for Fiscal Year 1984 will expire as soon as the new list is approved. This new list is expected to be approved during December 1983.

More information is available from MILPERCEN, ATTN: DAPC-OPC-P, AUTOVON 221-7873.

NEW ARTILLERY BASIC COURSE

The U.S. Army Field Artillery School has implemented a new Field Artillery Basic Course for Reserve Component soldiers.

Only officers with prior service (OCS graduates or prior service direct appointees) may attend.

Although the new course consists of five phases, only Phase 1B requires residence. The eight-week resident phase will be taught at Fort Sill, Oklahoma. Upon completion of the entire course, officers will have received training equivalent to that of the full-time resident course.

Eligible officers who are interested in enrolling should contact their unit training officers, if assigned to a USAR unit, or their Personnel Management officers at RCPAC, if assigned to the Individual Ready Reserve.

APPLYING FOR SCHOOL

Officers currently in the USAR Management Program are eligible to apply for resident military schooling in advance courses and in some functional courses in accordance with DA Circular 140-14.

If selected to attend a resident course of more than 140 days, an officer will be moved on a permanent change of station (PCS) and carried in the USAR AGR Management Officer schools account while attending the course. For courses that do not require a PCS, the officer will be sent to the school in a TDY status.

AGR officers who cannot attend resident military schools are encouraged and expected to further their military education through the Army Correspondence Course Program or through USAR schools.

Qualified Reservists will be notified in writing whether a quota is obtained. The agency to which the Reservist is assigned will be expected to provide the DA Form 1610 travel orders and to fund the TDY for the period of the school.

This information does not apply, however, to the Command and General Staff College and other than Professional Educational Development schools (covered by AR 140-12, DA Pamphlet 140-12, and DA Circular 140-83-1).

Those who are qualified to attend a resident phase of a military education program must request a slot through command channels to the appropriate Army Headquarters.